

**REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT**  
By direction of the Secretary of Labor

**U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210**



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2083  
Revision No.: 16  
Date of Last Revision: 05/31/2001

State: Colorado

Area: Colorado Counties of Alamosa, Archuleta, Baca, Bent, Chaffee, Conejos, Costilla, Crowley, Custer, Delta, Dolores, Eagle, Fremont, Garfield, Gunnison, Hinsdale, Huerfano, Kiowa, La Plata, Lake, Las Animas, Mesa, Mineral, Moffat, Montezuma, Montrose, Otero, Ouray, Pitkin, Prowers, Pueblo, Rio Blanco, Rio Grande, Routt, Saguache, San Juan, San Miguel

**\*\* Fringe Benefits Required Follow the Occupational Listing \*\***

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	8.64
Accounting Clerk II	9.83
Accounting Clerk III	10.15
Accounting Clerk IV	10.39
Court Reporter	11.43
Dispatcher, Motor Vehicle	9.59
Document Preparation Clerk	8.07
Duplicating Machine Operator	8.07
Film/Tape Librarian	8.07
General Clerk I	9.27
General Clerk II	6.66
General Clerk III	7.42
General Clerk IV	9.03
Housing Referral Assistant	9.64
Key Entry Operator I	12.89
Key Entry Operator II	7.60
Messenger (Courier)	9.14
Order Clerk I	9.70
Order Clerk II	7.42
Personnel Assistant (Employment) I	8.26
Personnel Assistant (Employment) II	6.55
Personnel Assistant (Employment) III	7.30
Personnel Assistant (Employment) IV	8.88
Production Control Clerk	9.48
Rental Clerk	13.36
Scheduler, Maintenance	9.72
Secretary I	9.72
Secretary II	9.72
Secretary III	12.63
Secretary IV	12.89
	14.34

Secretary V	15.88
Service Order Dispatcher	8.76
Stenographer I	10.20
Stenographer II	10.72
Supply Technician	14.34
Survey Worker (Interviewer)	11.38
Switchboard Operator-Receptionist	9.97
Test Examiner	12.63
Test Proctor	12.63
Travel Clerk I	8.40
Travel Clerk II	8.99
Travel Clerk III	9.48
Word Processor I	8.45
Word Processor II	9.51
Word Processor III	10.61

**Automatic Data Processing Occupations**

Computer Data Librarian	10.64
Computer Operator I	9.26
Computer Operator II	10.44
Computer Operator III	12.68
Computer Operator IV	14.10
Computer Operator V	15.62
Computer Programmer I (1)	12.01
Computer Programmer II (1)	14.86
Computer Programmer III (1)	18.16
Computer Programmer IV (1)	21.98
Computer Systems Analyst I (1)	16.98
Computer Systems Analyst II (1)	20.55
Computer Systems Analyst III (1)	25.49
Peripheral Equipment Operator	10.44

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	13.11
Automotive Glass Installer	12.92
Automotive Worker	12.92
Electrician, Automotive	14.08
Mobile Equipment Servicer	11.72
Motor Equipment Metal Mechanic	14.08
Motor Equipment Metal Worker	12.92
Motor Vehicle Mechanic	14.13
Motor Vehicle Mechanic Helper	11.03
Motor Vehicle Upholstery Worker	12.72
Motor Vehicle Wrecker	12.92
Painter, Automotive	13.66
Radiator Repair Specialist	12.92
Tire Repairer	10.55
Transmission Repair Specialist	14.08

**Food Preparation and Service Occupations**

Baker	12.24
Cook I	11.21
Cook II	12.24
Dishwasher	8.60
Food Service Worker	8.60
Meat Cutter	12.24
Waiter/Waitress	9.21

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	12.90
Furniture Handler	10.40
Furniture Refinisher	12.90
Furniture Refinisher Helper	10.40
Furniture Repairer, Minor	11.06
Upholsterer	12.94

**General Services and Support Occupations**

Cleaner, Vehicles	8.60
Elevator Operator	8.60
Gardener	11.21
House Keeping Aid I	8.60
House Keeping Aid II	9.21
Janitor	8.60
Laborer, Grounds Maintenance	9.21
Maid or Houseman	7.97
Pest Controller	12.02
Refuse Collector	9.19
Tractor Operator	10.58
Window Cleaner	9.29

**Health Occupations**

Dental Assistant	9.96
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.03
Licensed Practical Nurse I	9.06
Licensed Practical Nurse II	10.17
Licensed Practical Nurse III	11.36
Medical Assistant	9.53
Medical Laboratory Technician	8.84
Medical Record Clerk	8.84
Medical Record Technician	12.44
Nursing Assistant I	6.61
Nursing Assistant II	7.42
Nursing Assistant III	8.11
Nursing Assistant IV	9.10
Pharmacy Technician	11.03
Phlebotomist	10.17
Registered Nurse I	13.63

Registered Nurse II  
 Registered Nurse II, Specialist  
 Registered Nurse III  
 Registered Nurse III, Anesthetist  
 Registered Nurse IV

16.68  
 16.68  
 20.18  
 20.18  
 23.94

### Information and Arts Occupations

Audiovisual Librarian  
 Exhibits Specialist I  
 Exhibits Specialist II  
 Exhibits Specialist III  
 Illustrator I  
 Illustrator II  
 Illustrator III  
 Librarian  
 Library Technician  
 Photographer I  
 Photographer II  
 Photographer III  
 Photographer IV  
 Photographer V

13.45  
 10.86  
 13.45  
 16.46  
 10.86  
 13.45  
 16.46  
 14.35  
 11.04  
 9.72  
 10.86  
 13.45  
 16.46  
 19.89

### Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler  
 Counter Attendant  
 Dry Cleaner  
 Finisher, Flatwork, Machine  
 Presser, Hand  
 Presser, Machine, Drycleaning  
 Presser, Machine, Shirts  
 Presser, Machine, Wearing Apparel, Laundry  
 Sewing Machine Operator  
 Tailor  
 Washer, Machine

6.31  
 6.31  
 6.83  
 6.31  
 6.31  
 6.31  
 6.31  
 6.31  
 8.19  
 8.66  
 6.85

### Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)  
 Tool and Die Maker

12.90  
 14.40

### Material Handling and Packing Occupations

Forklift Operator  
 Fuel Distribution System Operator  
 Material Coordinator  
 Material Expediter  
 Material Handling Laborer  
 Order Filler  
 Production Line Worker (Food Processing)  
 Shipping Packer  
 Shipping/Receiving Clerk

9.88  
 11.01  
 13.35  
 13.35  
 9.63  
 10.40  
 11.01  
 11.87  
 11.87

Stock Clerk (Shelf Stocker, Store Worker II)  
Store Worker I  
Tools and Parts Attendant  
Warehouse Specialist

9.11  
8.54  
10.40  
11.01

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic  
Aircraft Mechanic Helper  
Aircraft Quality Control Inspector  
Aircraft Servicer  
Aircraft Worker  
Appliance Mechanic  
Bicycle Repairer  
Cable Splicer  
Carpenter, Maintenance  
Carpet Layer  
Electrician, Maintenance  
Electronics Technician, Maintenance I  
Electronics Technician, Maintenance II  
Electronics Technician, Maintenance III  
Fabric Worker  
Fire Alarm System Mechanic  
Fire Extinguisher Repairer  
Fuel Distribution System Mechanic  
General Maintenance Worker  
Heating, Refrigeration and Air Conditioning Mechanic  
Heavy Equipment Mechanic  
Heavy Equipment Operator  
Instrument Mechanic  
Laborer  
Locksmith  
Machinery Maintenance Mechanic  
Machinist, Maintenance  
Maintenance Trades Helper  
Millwright  
Office Appliance Repairer  
Painter, Aircraft  
Painter, Maintenance  
Pipefitter, Maintenance  
Plumber, Maintenance  
Pneumatic Systems Mechanic  
Rigger  
Scale Mechanic  
Sheet-Metal Worker, Maintenance  
Small Engine Mechanic  
Telecommunication Mechanic I  
Telecommunication Mechanic II  
Telephone Lineman  
Welder, Combination, Maintenance

13.29  
10.40  
14.02  
11.61  
12.18  
12.90  
10.55  
13.29  
12.90  
12.18  
15.28  
10.33  
12.70  
15.36  
11.61  
13.29  
11.44  
13.29  
12.18  
13.93  
13.98  
13.29  
13.29  
8.56  
12.90  
14.30  
13.29  
10.72  
13.29  
12.90  
12.90  
12.90  
12.90  
17.22  
15.28  
14.97  
13.29  
13.29  
13.41  
13.29  
13.23  
13.29  
14.02  
13.29

Well Driller  
Woodcraft Worker  
Woodworker

13.29  
13.29  
12.18

**Miscellaneous Occupations**

Animal Caretaker  
Carnival Equipment Operator  
Carnival Equipment Repairer  
Carnival Worker  
Cashier  
Desk Clerk  
Embalmer  
Lifeguard  
Mortician  
Park Attendant (Aide)  
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)  
Recreation Specialist  
Recycling Worker  
Sales Clerk  
School Crossing Guard (Crosswalk Attendant)  
Sport Official  
Survey Party Chief (Chief of Party)  
Surveying Aide  
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)  
Swimming Pool Operator  
Vending Machine Attendant  
Vending Machine Repairer  
Vending Machine Repairer Helper

9.83  
10.58  
11.21  
8.60  
7.73  
9.27  
16.41  
9.02  
16.41  
11.32  
8.26  
12.84  
11.18  
9.38  
8.60  
9.02  
11.21  
11.93  
8.71  
12.24  
10.46  
12.24  
10.46

**Personal Needs Occupations**

Child Care Attendant  
Child Care Center Clerk  
Chore Aid  
Homemaker

9.27  
12.89  
7.97  
12.84

**Plant and System Operation Occupations**

Boiler Tender  
Sewage Plant Operator  
Stationary Engineer  
Ventilation Equipment Tender  
Water Treatment Plant Operator

13.29  
14.09  
13.29  
10.40  
14.09

**Protective Service Occupations**

Alarm Monitor  
Corrections Officer  
Court Security Officer  
Detention Officer  
Firefighter  
Guard I

7.53  
17.51  
17.51  
17.51  
15.39  
6.13

Guard II  
Police Officer

7.53  
19.61

### Stevedoring/Longshoremen Occupations

Blocker and Bracer  
Hatch Tender  
Line Handler  
Stevedore I  
Stevedore II

13.39  
13.39  
13.39  
12.56  
14.23

### Technical Occupations

Air Traffic Control Specialist, Center (2)  
Air Traffic Control Specialist, Station (2)  
Air Traffic Control Specialist, Terminal (2)  
Archeological Technician I  
Archeological Technician II  
Archeological Technician III  
Cartographic Technician  
Civil Engineering Technician  
Computer Based Training (CBT) Specialist/ Instructor  
Drafter I  
Drafter II  
Drafter III  
Drafter IV  
Engineering Technician I  
Engineering Technician II  
Engineering Technician III  
Engineering Technician IV  
Engineering Technician V  
Engineering Technician VI  
Environmental Technician  
Flight Simulator/Instructor (Pilot)  
Graphic Artist  
Instructor  
Laboratory Technician  
Mathematical Technician  
Paralegal/Legal Assistant I  
Paralegal/Legal Assistant II  
Paralegal/Legal Assistant III  
Paralegal/Legal Assistant IV  
Photooptics Technician  
Technical Writer  
Unexploded (UXO) Safety Escort  
Unexploded (UXO) Sweep Personnel  
Unexploded Ordnance (UXO) Technician I  
Unexploded Ordnance (UXO) Technician II  
Unexploded Ordnance (UXO) Technician III  
Weather Observer, Combined Upper Air and Surface Programs (3)  
Weather Observer, Senior (3)

27.00  
18.62  
20.50  
9.70  
10.86  
13.45  
15.42  
13.41  
18.16  
8.65  
9.72  
10.86  
13.45  
8.65  
9.72  
10.86  
13.45  
16.46  
19.90  
14.24  
21.98  
15.84  
16.23  
13.45  
13.45  
11.42  
12.95  
15.82  
19.15  
13.45  
15.67  
17.16  
17.16  
17.16  
20.76  
24.88  
12.73  
14.15

Weather Observer, Upper Air (3)

12.73

### Transportation/ Mobile Equipment Operation Occupations

Bus Driver

11.06

Parking and Lot Attendant

8.51

Shuttle Bus Driver

10.33

Taxi Driver

10.46

Truckdriver, Heavy Truck

12.96

Truckdriver, Light Truck

10.33

Truckdriver, Medium Truck

11.06

Truckdriver, Tractor-Trailer

13.06

### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

### THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, drying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like, minimal damage to immediate or adjacent work area or equipment being used.



All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract (See Section 4.6 (C)(vi)). When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  - 5) The contracting officer transmits the Wage and Hour decision to the contractor.
  - 6) The contractor informs the affected employees.
- Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.